THE TAMIL NADU PUBLIC SERVICE COMMISSION

ANNUAL REPORT

for the year

1988-89

©

GOVERNMENT OF TAMIL NADU

1989

ANNUAL REPORT, 1988—89.

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SECTION—I.

PERSONNEL.

Thiru T. Lakshminarayanan, I.A.S. (Retired)—Chairman.

Thiru M. S. Abdul Khader, B.Sc.—Member.

Thiru O. A. Kanagasabai, B.A., B.T., B.L.—Member.

Thiru A. Ponnambalam, B.Sc. (Engg.)—Member.

Thiru P. Subbarayan, M.A.—Member.

Thiru P. L. Ponnuswamy, I.A.S. (Retired)—Member.

Thiru R. Ponnuswamy, B.A.—Member.

Thiru U. S. Natarajan, I.A.S. (Retired)—Member.

Thiru M. Raman, I.A.S., Continued as Secretary up to 21st February 1989 A.N.

Thiru V. Gunalan, I.A.S., Controller of Examinations held additional charge as Secretary from 22nd February 1989 F.N., to 27th February 1989 After Noon.

Thiru G. Ramakrishnan, I.A.S., Assumed charge as Secretary on 28th February 1989 Fore Noon.

Thiru T. R. Ramasamy, I.A.S., Continued as Controller of Examinations up to 22nd October 1988 A.N.

Thiru V. Gunalan, I.A.S., Assumed charge as Controller of Examinations on 23rd October 1988 F.N.

The details of the Staff as on 31st March 1989 in the Commission's Office are given in Annexure-I.

SECTION—II.

INCOME AND EXPENDITURE.

Income.	*Amount.*
(1)	(2)
	(In Rupees)
1. Examination fees collected (Recruitment and other Examination).	1,310.00
2. Fees collected from Special and Departmental test	17,19,687.00
3. Revenue from application Sales	820.60
Total ..	17,21,817.60

II. *Expenditure—*

(1)	*Amount.* (2) (RUPEES IN THOUSAND).
01. *Salaries—*	
1. Pay	69,51
2. Dearness Allowance	26,86
3. Medical Charges	2,50
4. Other Allowances	20,08
7. Travel Concession	94
8. Festival Advance	2,39
03. *Travel Expenses*	39
04. *Office Expenses —*	
1. Telephone Charges	1 34
2. Other contingencies	9,90
05. *Payment for Professional and Special Services* ..	5,47
06. Rent, *Rates and Taxes*	1,10
08. *Advertisement, Sales and Publicity Expenses*	2,60
15. Machinery and Equipment—	
1. Purchase	14,76
3. Maintenance	Nil.
16. *Motor Vehicles—*	
1. Purchase	Nil.
2. Maintenance	14
3. Cost of Fuel	1,22
Total ..	1,59,20

REFUNDS.

A sum of Rs. 523.00 has been paid towards Refund of examination fees in the year 1988—89.

SECTION—III.

VOLUME OF CORRESPONDENCE AND COMMISSION'S SITTINGS.

A total of 1,95,826 references have been received in the Commission's Office during the year compared to 3,57,498 references in the preceeding year.

The Commission apart from informal meetings held once in a week on Wednesday, sat for interview on 56 days. The oral tests were held in two sessions, one in the Forenoon and the other in the Afternoon. The total number of sessions that the Board sat in the current year is (From 1st April 1988 to 31st March 1989) shown in the table.

Board.	*Sitting days.*	*Sessions Two.*	*One only*	*Total Sessions.*
(1)	(2)	(3)	(4)	(5)
6	19	19 (38)	..	228
5	18	18 (36)	..	180
4	2	2 (4)	..	16
2	14	14 (28)	2	60 (56+4)
1	3	3 (6)	1	7 (6+1)
			Total ..	491

SECTION—IV

DIRECT RECRUITMENT.

A total of 1626 candidates have been selected to 14 categories of Technical Posts under direct recruitment during the period under the report. The details of selection results are listed out in Annexure II.

(NON-TECHNICAL POST) GROUP SERVICES.

Group II—Services—

The written examinations were conducted in February—March 1987. For 364 vacancies 815 candidates were admitted to oral examination. The oral test was held from 19th June 1989 and the selection results was published on 27th June 1989.

Group IV—Services—

412 candidates have been supplementally allotted for appointed as Junior Assistant, Cashier and Rural Welfare Officer from the waiting list, in Group IV Services 1986 recruitment. 890 vacancies for the posts of Typists and Steno-typists under Group IV Services have been notified on 27th March 1989.

Group V—Services—

The Commission issued notification inviting applications for appointment to 138 posts included in Group V Services in May 1987. Preliminary examination was conducted at 16 Centres. On the basis of preliminary examination, 828 candidates have been admitted to Main Written examination, which is proposed to be held during August 1989.

Group X—Services—

The Preliminary examination was conducted in 6 Centres. On the basis of preliminary examination, 96 candidates were admitted to main examination. The main examination was conducted at Madras only and the selection results have been published.

General—

The Commission approved the syllabus framed by experts in respect of 35 posts in the State and Subordinate Services for direct recruitment under the written *-cum-*oral examination system. Last year, the Commission approved the syllabus in respect of 84 posts

SECTION—V.

RECRUITMENT BY TRANSFER/PROMOTION.

During the period from 1st April 1988 to 31st March 1989,- the Commission dealt with references relating to recruitment by transfer to State Services from the corresponding Subordinate Services and by promotion within the State Services and drew-up lists of 390 qualified and suitable candidates for appointment to the posts in the following services :—

1. Tamil Nadu Educational Service.
2. Tamil Nadu Engineering Service.
3. Tamil Nadu Medical Service.
4. Tamil Nadu General Service.
5. Tamil Nadu Co-operative Service.
6. Tamil Nadu Local Fund Audit Service.
7. Tamil Nadu Statistics Service.
8. Tamil Nadu Approved Schools and Vigilance Service.
9. Tamil Nadu State Judicial Service.
10. Tamil Nadu Commercial Taxes Service.
11. Tamil Nadu Architect Service.
12. Tamil Nadu Jail Service.

The posts for which recruitment was made by transfer/promotion in the above services are mentioned in Annexure III.

SECTION VI.

(A) STATUTORY RULES REGULATIONS, ETC.

(1) In 6,629 cases, the Commission's concurrence was sought for and given under the latter part of Regulation 16 (b) of the Tamil Nadu Public Service Commission Regulations, 1954, for making appointments to the posts in the State and Subordinate Services without the ordinary statutory reference to the Commission as required under Article 320 (3) of the Constitution of India. Howeverr in 29 cases the Commission refused to accord such concurrence.

Serial number.	*Service.*	*Number of cases in which,*	
		concurrence was accorded.	*concurrence was refused.*
(1)	(2)	(3)	(4)
1	State Service	771	..
2	Subordinate Service	447	16
3	Ministerial Service	5,411	13
	Total ..	6,629	29

The details of the posts/services for which such concurrence was accorded or refused are given in Annexure IV.

(B) TEMPORARY APPOINTMENTS.

The Commission accorded its concurrence for the continuance of temporary appointments in different posts included in Tamil Nadu State/Subordinate/Ministerial Services beyond the periods as noted below :—

Period.	Number of cases in which concurrence has been accorded. State Service.	Subordinate/ Ministerial Service.
(1)	(2)	(3)
3 months and above	649	140
12 Months and above	789	315
18 Months and above	746	73
24 Months and above	856	221
Total ..	3,040	749

(C) CONCURRENCE UNDER RULE 20(*a*) (*iii*) OF THE SPECIAL RULES FOR THE TAMIL NADU MINISTERIAL SERVICES.

The Commission accorded its consent under the provision in Rule 20(*a*) (iii) of the Special Rules for the Tamil Nadu Ministerial Service for the permanent transfer of 352 personnel from one departmental unit to another departmental unit in the Tamil Nadu Ministerial Service.

(D) PROMULGATION AND AMENDMENTS.

During the period under report, there were 478 cases of issue of Statutory Rules or amendments to them by the Government. Of them, in respect of 441 cases, the Commission was consulted before the rules were issued and in 21 cases the Commission was not consulted. Remaining 16 cases were of routine nature. However, those cases related either to posts excluded from the purview of the Commission or to matters in respect of which under Article 320(3) of the Constitution of India consultation with the Commission was not necessary.

(E) RELAXATION.

During the period under report, there were 575 cases in which statutory rules relating to age and/or educational qualifications, as the case may be, were relaxed by the Government.

In 3 cases, orders of relaxation were issued by the Government in respect of Pension matters. In 12 cases, orders of relaxation were issued in respect of certain provisions of the Fundamental Rules, Tamil Nadu Special Pay and Allowances Rules and the Tamil Nadu Travelling Allowances Rules. In 4 cases, orders of relaxation were issued by the Government in respect of certain provisions of the Contributory Provident Fund (Madras) Rules and General Provident Fund (Madras) Rules.

SECTION —VII.

DISCIPLINARY CASES, APPEALS, PETITIONS ETC.,

The Commission dealt with 610 cases (including 64 cases pending as on 1st April 1988) during the year under report (as against 536 cases in 1987-88 including 75 cases pending as on 1st Aprii 1987). Of the 610 cases, the Commission called for the record of particulars in respect of 49 cases and the Commission's advlue was communicated to the Government in respect of 385 cases leving a balance of 176 cases for which Commission could not offer its views within 6 months. Of the 385 cases, the Commission advised modification of punishment in respect of 37 cases.

2. Of the 476 cases (385+91) on which the Commission's views were communicated, the Government have passed orders on 409 cases leaving a balance of 67 cases.

3. The average time taken by the Government in making a reference to the Commission, the time taken by the Commission in giving its advice and the taken by the Government in issuing orders are as follows :—

Number of cases.	*Average time taken by the Government for making a complete reference to the Commission after issue of charge sheet in respect of disciplinary action appeal etc.*	*Average time taken by the Commission for giving its views.*	*Average time taken by the Government for passing orders after issue of Commission's advice.*	*Total time taken.*
(1)	(2)	(3)	(4)	(5)
409	14.38	7.22	7.29	28.89
months.	months.	months	months.	months.

Details on number of cases involving charges affecting integrity and number of cases involving charges other than integrity according to departments in respect of Appeal, Petition/Reviews Petition/Disciplinary Action/Proposal for recovery/or Reduction in Petition are furnished in Annexure-V.

SECTION—VIII.

NOTIFICATION.

During the period under report the Commission issued 16 notifications comprising 965 vacancies of posts under different services of the State, the details of which are given in Annexure VI.

SECTION IX.

WRITTEN EXAMINATION (OTHER THAN RECRUITMENT EXAMINATION)

A. *Special and Departmental Tests* :

The Special and Departmental Tests were conducted in May and November 1988. The number of candidates who applied for these tests were :—

	1988	
	May.	*November.*
Special Tests	22,151	16,822
Departmental Tests	18,065	14,236

The details of the number of Subjects/Papers in Special and Departmental tests and the Number of candidates appeared in those tests are given in Annexure VII.

(B) Half yearly Examination and Language Tests for Assistant Collectors, Police Officers and Forest Officers.

The Commission held the above examination in March and September 1988. The analysis of the results are given in Annexure VIII.

(C) Proficiency Test in Tamil.

The Commission conducted this Examination. Two candidates applied, appeared and passed the test.

(D) *Qualifying Examination for the Selection of Candidates for admission to the Rashtriya Indian Militery College, Dehra Dun.*

Consequent on enhancement of the age limit for admission to the Rashtriya Indian Military College and cancellation of entrance examinations to be held in August 1988 by the Government of India, the above entrance examination was not conducted by the Commission in August 1988. The Commission conducted this examination on behalf of the Government of India, Ministry of Defence in March 1989. for selection of candidates for admission to the Rashtriya Indian Military College, Dehra Dun, 76 candidates appeared for the examination. The results of the examination are awaited.

SECTION—X.

Paucity of qualified and suitable candidates.

No vacancy has been left unfilled due to paucity of qualified and suitable candidates in the year under report.

SECTION XI.

Government and the Commission.

(A) *Instances of deviation from the Commissilon's advice.*

1. In September 1986, the Government sought the concurrence of the Commission under the latter part of Regulation 16(b) of the Tamil Nadu Public Service Commission Regulations, 1954, for the regular appointment of a person in the post of *Assistant Statistical Investigator* in the Tamil Nadu General Subordinate Service pointing out the orders issued in G.O. Ms. No. 2144, Public (Service-A), dated 11th August 1973 as she was a Sri Lanka Repatriates. After examining the Government's proposal, the Commission informed the Government that the orders issued in the said Government order would apply only to the temporary appointments and will not apply to the regular appointments, that though the candidate in question applied to the Commission for applointment to tne post of Assistant Statistical Investigator, she was not selected on the results of short listing examination conducted by the Commission for admission to the oral test and that if the concurrence for regulatrising her services was accorded. there was a chance of other Burma and Sri Lanka Repatriates holding temporary appointments coming up with similar requests to regularised their services in thos

posts. The Commission, therefore, refused to accord its concurrence for the regular appointment of the candidates as Assistant Statistical Investigator under the latter part of Regulations 16(b) of the Tamil Nadu Public Service Commission Regulations, 1954.

The Government again in March 1987 pointed out the orders issued in the Government order referred to above, that Burma and Sri Lanka Repatriates who were appointed in the Government Service should be allowed to work in the long term vacancies and that they should not be discharged that even, if they were discharged, the possibilities to appoint them in other posts in the same department should be examined, that a preference should be given in the employment opportunity for the Sri Lanka repatriates and that they should be appointed in the Government Service even if they did not possess the prescribed age and educational qualifications by relaxation of relevant rules. Further, as ordered in G.O. Ms. No. 2024, Revenue, dated 15th May 1984, that the Burma and Sri Lanka Repatriates should be given Rehabilitation as a National Policy and Concessions were given in appointments by the Central and State Government. The Government had stated that only after examining all the points including that the candidate was a Sri Lanka Repatriate and that she also satisfied the age and educational qualification prescribed for the post of Assistant Statistical Investigator and considering her family circumstances, she was appointed in that post from 11th June 1986 and requested the Comomission to accord its concurrence re-examining the case as a special case.

As already informed by the Commission, that the candidates who had applied for appointment to the post of Assistant Statistical Investigator was not selected in the short listing examinatition conducted by the Commission for admission to the oral test and that it proved that she was not found suitable for the post, the Commission again refused to accord its concurrence for her regular appointment.

Stating that the candidate was Sri Lanka Repatriate, a Graduate belonging to Backward Community and possessing all the qualifications prescribed for the post of Assistant Statistical Investigator and as the Government had issued orders in G.O. Ms. No. 2149, Public (Services-A), dated 11th August 1973 and G.O.Ms. No. 2024, Revenue, dated 15th May 1984, that the Burma and Sri Lanka Repatriates should be given rehabilitation as a National Policy, appointments were made by Central and State Governments by giving concessions. The Government issued orders in G.O.Ms. No. 239, Personnel and Administrative Reforms (Statistics) dated 15th April 1988 regularising the services put in by the candidate in the post of

Assistant Statistical Investigator from 11th June 1986 by making a Regulation under proviso to Article 320 (3) of the Constitution of India excluding that appointment from the purview of the Commission. The Commission regrets to note that the Government have chosen to deviate from the Commission's advice which is accepted normally except when matters of policy or imperative reason exists and to regularise the services of an individual who had not been found suitable by the Commission for appointment to the post. The Commission trusts that this will not recur in future.

2. G.O.Ms. No. 1520, Revenue (G. Spl.-2), dated 16th August 1988.

In September 1987, the Government have sought for the views of the Commission on the petition preferred by an Assistant Revenue Officer, Tamil Nadu Agro Industries Corporation against the orders of the Collector of Madurai withholding the increment for two years with cumulative effect for the charges of misappropriation of money collected and for the irregularities committed in remitting the money in the bank. The Commission then stated that the Enquiry Officer had not drawn the report on the enquiry and the same was not communicated to the petitioner along with the final orders that failure to supply the Enquiry Officers' report would vitiate the proceedings and advised the Government to set aside the orders of the Collector and proceedings continued from the stage where the defect had crept in. But the Government, issued orders rejecting the petition, in deviation of the Commission's advice stating that as the Enquiry Officer had not drawn the report, the report was not communicated to the petitioner. They observed that the charges were grave in nature which were held proved and that as the petitioner had already retired from the service, it was not possible to initiate fresh procedings under Tamil Nadu Pension Rules, Though the petitioner had retired in January 1987, if the final orders imposing the penalty of stoppage of increment are set aside, the proceedings will not abate and it could be continued from the stage where the defect had occured. with reference to Rule 9(2) of the Tamil Nadu Pension Rules which enables the departmental proceedings instituted while the Government Servant was in service, to be continued and concluded after the retirement of the Government Servant. Rule 17(b) of the Tamil Nadu Civil Services. (Classification, Control and Appeal) Rules required drawing up of a report on the oral enquiry or personal hearing, which should contain sufficient record of evidence, if any, and should state the finddings, and the ground thereof. The Government's statement that in the absence of drawings up of a report by the Enquiry Officer, a copy of it was not communicated, is against the provisions contained in Rule 17(b)

referred to. The Government have thus violated the well established convention that the Commission's advice must be accepted in all cases except where matters of policy are involved or imperative reasons exist for not accepting the Commission's advice.

3. G.O. Ms. No. 585, M. A. & W.S., Department, dated 15th June 1988.

During April 1986, the Government sought the Commission's views on the appeal preferred by former Municipal Commissioner, Nagapattinam Municipaluty against the orders of the Director of Municipal Administration stopping his increment for six months without cumulative effect. The Director of Municipal Administration framed three charges against the appellant under Rule 17(b) of the Tamil Nadu Civil Services (Classification Control and Appeal) Rules for the irregularities noticed on his part while he was working as Municipal Commissioner, Nagapattinam, The appellant submitted his explanation. Not convinced with his explanation, the Director of Municipal Administration held the charges proved and imposed the punishment of stoppage of increment for six months without cumulative effect. Against that order, the appellant preferred his appeal to the Government. When the Government sought the Commission's views on the appeal, the Commission pointed out that according to paragraph 2(ii) under Chapter IV of the Hand Book on Disciplinary procedures when the disciplinary authority chooses to impose a minor penalty after initiating the disciplinary proceedings under Rules 17(b) of the Tamil Nadu Civil Services (Classification, Control and Appeal) Rules obtaining the explanation of the appellant and without conducting an enquiry, a fresh show cause notice under Rule 17(a) should be issued before passing final orders. Since the said procedures was not followed in the case, of the appellant, the Commission suggested that the orders of the Director of Municipal Administration imposing the penalty of stoppage of increment for six months without cumulative effect be set aside and fresh proceedings initiated from the stage where the defect had crept in. But the Government in deviation of the Commission's advice issued orders modifying the punishment of stoppage of increment for a period of six months without cumulative effect as one of stoppage of increment for one month without cumulative effect and dismissed the appeal. They stated that the appellant has not raised any objection to the form of any of the charges or required any oral/personal enquiry in the questionnaire form and that therefore it is not mandatory on the part of the disciplinary authorities to conduct the eqnuiry and that all the procedures indicated in Rule 17(b) has been followed before imposing the minor punishment. The Instructions in paragraph 2 (ii) of the Hand Book on disciplinary procedure quoted by the Commission

is based on the judgement of the Madras High Court on writ Petition No. 4483 of 1965 (P. Venkatavardhan Vs. State of Madras). The Commission's advice was in accordance with the said instructions. By deviating from the Commission advice, the Government have violated the well established convention that the Commission's advice must be accepted in all cases except where matters of policy are involved or where imperative reasons exist for not accepting the Commission's advice.

4. G.O. Ms. No. 2260, Health, Indian Medicine and Homoeopathy and Family Welfare Department, dated 22nd November 1988.

During October 1987, the Government sought the Commission's views on the Review Petition preferred against the orders of the Government removing him from service. The petitioner was working as Assistant Surgeon Government Hospital, Mudukulathur during the year 1983. The Director of Medical Services and Family Welfare in his orders dated 24th October 1983 issued orders transferring him to E.S.I. Hospital, Sattur, The petitioner was relieved from the Government Hospital, Mudukulathur, but he did not join duty in E.S.I. Hospital, Sattur. He applied for leave from 20th November 1983. Even after the refusal of the leave, the petitioner did not join duty in the new station but extended the leave till 26th May 1985. So the Director of Medical Services and Family Welfare framed a specific charge against the Review Petitioner under Rule 17(b) of the Tamil Nadu Civil Services (Classification, Control and Appeal) Rules for not having obeyed the orders of the superiors. The petitioner submitted his explanation. An enquiry was conducted. The enquiry offcer drew up his report holding the charge as proved.. The Director of Medical Services and Family Welfare remitted the case to the Government for passing final orders. The Commission which was consulted by the Government expressed its opinion that the petitioner be removed from service. Accordingly, the Government issued orders removing the petitioner from Civil Service of the Government. Against the above orders, the petitioner preferred a Review Petition to the Government When the Government sought the Commission's views on the Review Petition, the Commission opined that its earlier opinions that the petitioner deserved to be removed from service was fully justified and so it advised that the petition might be rejected as devoid of any merit. But the Government in deviation of the Commission's advice issued orders modifying the penality of "Removal from Service" into "stoppage of increment" for two years with cumulative effect".

The Government stated the following as reason for the issue of such orders :—

> He was formerly working as Assistant Surgeon, in Government Hospital, Mudukulathur Ramanathapuram District. He was transferred and posted to E.S.I. Dispensary, Kovilpatti on the basis of a strictly confidential report to the effect that his presence in Mudukulathur was exacerbating the then situation prevailing there. He resisted the transfer and did not join duty. While this may naturally be construed as defiance and disobedience, the original transfer of a person on the grounds causing communal disturbance is the root cause, of problem. The special circumstances associated with the case, necessiated the unauthorised absence from duty. Hence the Government on sympathetic consideration issued orders ".

The Government deviated from the Commission's advice not out of any policy decision but on consideration of sympathy. Even this fact of special circumstances that prompted the Government to order the transfer does not mitigate the offence of the disobedience; nor was it brought to the notice of the Commission even at the stage of condsideration of review petition.

By deviating from the Commission's advice, the Government have violated the well established convention that the Commission's advice must be accepted in all cases except where matters of policy are involved or where imperative reasons exist for not accepting the Commission's advice.

5. G.O. Ms. No. 256, Animal Husbandry and Fisheries Department, dated 23rd December 1988.

In October 1984, the Government sought for the views of the Commission on the appeal preferred by the Assistant Director of Animal Husbandry, Madras against the orders of the Director of Animal Husbandry stopping his increment for a period of six months without cumulative effect for the proved charges of mal-practices committed by him in the Chinna-Salem Sheep Breeding Co-operative Society, which was functioning under the control of the appellant The Commission advised the Government to dismiss the appeal as devoid of merit. But the Government have stated that the punishment imposed on the appellant by the Director of Animal Husbandry in this case was not in order and he was not the authority to impose the punishment and that the procedure adopted by him

in finalising this disciplinary case was irregular and asked for the specific remarks of the Commission on this point, The Commission requested the Government to quote the rule or orders in support of their statement. The Government quoted the guidelines issued in paragraph 3 under Chapter IV of the Hand Book of Disciplinary Procedures. The Commission stated that there is no mention anywhere in the Tamil Nadu Civil Services (Classification, Control and Appeal) Rules that the Government alone can frame charges against a Gazetted Government Servant and dispose it of under Rule 17 (*b*). Like wise, the above said Rules do no prevent a Head of the department to frame charges against his subordinate Gazetted Officer under Rule 17 (b) of the Tamil Nadu Civil Service. (Classification Control and Appeal) Rules. In fact Rule 9(*c*) (2) the said Rules permits the authorities competent to impose minor penalties, to initiate disciplinary action against the Government Servants for imposition of any of the major penalties not withstanding the fact that such authorities are not empowered to impose any of the major penalties. Charges may be framed against a Government Servant by any of his Superior/Controlling Officers either under Rule 17 (*a*) or 17 (*b*) of the Tamil Nadu Civil Services (Classification, Control and Appeal) Rules. In this case, the Regional Deputy Director of Animal Husbandry. Cuddalore framed charges against the appellant (Assistant Director), conducted an oral enquiry and remitted the papers to the Head of his department viz., Director of Animal Husbandry.

According to paragraph 2 under Chapter IV of the Hand Book on disciplinary Procedure, if the Disciplinary authority is of the opinion that any of the minor penalties should be imposed, having regard to the findings on the charges, he may impose such minor penalty by furnishing a copy of the report of the Enquiry Officers. The Director's action in passing final orders on this case, is, therefore, in accordance with the said instructions.

The competency of an authority has to be decided only for imposing the penalties, whether nomior or major and not for initiating disciplinary action uncer Rule 17(*b*) or 17(*a*) of the Tamil Nadu Civil Services (Classification, Control and Appeal) Rules. Had the charges been framed in this case by the Government no doubt, the Director of Animal Husbandry, a subordinate Officer, could not inflict the punishment based on these charges. But in this case, charges were framed by a lower authority, viz., the Regional Director of Animal Husbandry, Cuddalore and the case was disposed of by the higher authority, the Director of Animal Husbandry. But the Government again asked for the revised views of the Commission quoting paragraph 8(2) in Chapter II under Part-II of Hand Book on disciplinary procedures. The Commission once

again reiterated its earlier views and also advised the Government that the personnel and Administrative Reforms Department might be consulted in this regard who must be in a position to give and authoritative interpretation of the relevant rules, if still considered necessary by the Agriculture Department. However, the Government deviated from the views of the Commission on the strength of Rules 8 and 9 (*c*) (2) of the Tamil Nadu Civil Service (Classification, Control and Appeal) Rules and issued orders to set aside the proceedings of the Director of Animal Husbandry. The Government have thus violated the well established convention that the Commission's advise must be accepted in all cases except where matters of policy are involved of where imperative reasons exists for not accepting the Commission's advice.

6. G.O. Ms. No. 1285, Industries (E1), dated 14th December 1988.

During June 1987, the Government sought the Commission's views on the disciplinery action instituted against the delinquent who was formerly working as Manager (Raw Materials and Infrastructures), District Industries Centre, Salem during the year 1980. During his tenure as such, he committed serious irregularities in the issue of cement allotment permits to four sago Factories. The General Manager, District Industries Centre, Salem called for the explanation of the delinquent. The delinquent submitted his explanation. The General Manager reported the matter to the Director of Industries and Commerce for initiating disciplinary action against the delinquent. The Director of Industries and Commerce framed three charges against the delinquent under Rule 17(*b*) of the Tamil Nadu Civil Services (Classification, Control and Appeal) Rules. The delinquent submitted his explanation and the duly filled in quentionnaire form. As opted for by him, an oral enquiry was conducted. The Enquiry officer drew up a report holding all the three charges against the delinquent as proved. The Director of Industries and Commerce remitted the case to the Government for passing final order. Arriving at a provisional conclusion, the Government sought the views of the Commission in the matter. The Commission advised that the punishment of withholding his increment for three years with cumulative effect, which would have adversed effect on pension also, be imposed on the delinquent. But, the Government, in deviation from the Commission's advice. issued orders removing the delinquent from the Civil Services of the State.

The Government adduced the following reason for the issue of such orders: —

The Government consider that the charges are fairly serious in nature in that the delinquent without actually visiting and inspecting the places in question, made recommendation for allotment

of cement much more than the actual requirements and preferred Travelling Allowance Bills and thus, made false claim, which are instances of usual manner of operation and general delinquency of the accused officer. Being a responsible officer, entrusted with the task of verifying the requirements of cement for the applicants for industrial establishments, he had made irresponsible recommendations without personal inspection. This clearly exhibits his motive. The Government are of the view that it is necessary that Officers of this type who bring disrepute to the department, when apprehended, should be dealt with severely in such a manner that it acts as deterrent to others, who may be tempted to be corrupt and irregular. Hence, considering the punishment suggested by the Commission as not adequate, the Government issued orders of removal from service as the correct punishment in this case".

By deviating from the Commission's advice, the Government have violated the well-established convention that the Commission's advice must be accepted in all cases, except where matters of policy are involved or where imperative reasons exist for not accepting the Commission's advice.

7. G.O. Ms. No. 2116, Home, (Pri). Department, dated 8th September 1987.

In May 1986, the Government sought for the Commission's views on the review petition preferred by a Superintendent formerly at Central Prison, Vellore against the orders of the Government imposing on him the punishment of stoppage of increment for one year without cumulative effect, for his failure to get to the panel for promotion to I Grade Warder from II Grade Warder, approved by the Inspector-General of Prisons before appointing three II Grade Warders as I Grade Warders in violation of the instructions of the Inspector-General of Prisons. The Commission after going through the records of the case, advised the Government to reject the review petition as the punishment imposed on the Review Petitioner was not excessive considering the lapse committed by him. The Review Petitioner stated that the approval of panel is only formal and that the Superintendent is the appointing authority. The Government on consideration ordered to reduce the punishment of stoppage of increment to six months without cumulative effect deviating from the Commission's advice. They have, thus violated the well established convention, that the Commission's advice must be accepted in all cases except where matters of policy are involved or where imperative reasons exist for not accepting the Commission's advice.

8. G.O. Ms. No. 424, M.A. & W.S., dated 21st April 1988.

In March 1986, the Government in the Municipal Administration and water Supply Department sought the Commission's views on the appeal preferred by farmer Municipal Commissioner, Idaipadi against the Orders of the Director of Municipal Administration imposing on him, the punishment of stoppage of increment for one year without cumulative effect for his failure to implement the Self Sufficiency Schemes. The Commission after going through the Records of the case had advised the Government to reject the appeal holding the four charges as proved without any doubt. But the Government have issued orders allowing the appeal with a modification of the punishment into censure as the charges framed against the appellant do not warrant the deterrent punishment of stoppage of increment and that his carelessness in the work was not proved. They have thus violated the well established convention that the Commission's advice must be accepted in all cases where matters of policy are involved or where imperative reasons exist for not accepting the Commission's advice.

(B). 1. *Non-consultation with the Commission in certain cases.*

The Government had in G.O. Ms. No. 1750, Health and Family Welfare, dated 11th September 1987 issued the following orders ;—

(i) The provisions in the Special Rules for Branch-I Medical of the Tamil Nadu Medical Service relating to discharge from Service of those Assistant Surgeons who do not pass the Account Test for Executive Officers shall be deleted.

(ii) The Assistant Surgeons who do not pass the Account Test for Executive Officers shall not be eligible for promotion to higher categories including Selection Grade post and their increments shall be withheld without cumulative effect till they pass the said test.

The Commission was not consulted before the orders were issued. According to the instructions issued in U.O. Note No. 4020/54-2, Public (Services), dated 11th September 1954, the Commission should be consulted before any decision affecting the method of recruitment or the principle to be followed in making appointment and promotion to posts within its purview was taken and not merely at the time of framing the rule or issuing amendments thereto. The Government were, therefore, requested to state the reason for not consulting the commission before the issue of the orders in the G.O. referred to. The Government stated that as orders had been issued deleting some provision relating to passing

of Account Test for Executive Officers which could not affect either the method of appointment or principle to be followed or qualification, the Commission was not consulted and that in future the Commission would be consulted in similar cases before issuing Executive Orders. As a pass in the test had been prescribed for promotion to higher posts including Selection Grade posts, it could not be said that it had not affected the method of appointment or principle. The contention of the Government was not, therefore, correct. This is a case of violation of the Government's own instructions issued in this regard. The Commission trusts that such omission will not recur.

2. ;

The Government had in G.O. Ms. No. 1202, Rural Development and Local Administration, dated 12th August 1983 issued orders to the effect that one of the posts of Personal Assistant to Director of Municipal Administration might be reserved exclusively for the staff of the Directorate, provided one has worked as Municipal Commissioner, prior to his selection. Further, in G.O. Ms. No. 104, Municipal Administration and Water Supply, dated 18th February 1985, orders were issued to the effect that the post of Additional Personal Assistant to Director of Municipal Administration shall be filled from among the staff of the Directorate by way of promotion on merit-*cum*-seniority basis without insisting on any experience as Municipal Commissioner. The Commission was nos consulted before the executive orders were issued. According to U.O. Note 4020/54-2, Public (S), dated 11th September 1954, the Commission should have been consulted before any decision affecting the method of recruitment or the principle followed in making appointment to posts within its purview was taken, and not merels at the time of framing of rules or issuing the amendments thereto. The Government were, therefore, requested to state the circumstancese under which the Commission was not consulted before the issue of executive orders. The Government stated that with a view to providing promotional opportunity to the ministerial staff member of the Directorate of Municipal Administration, they had taken a decision and issued executive orders, that the Tamil Nadu Fublic Service Commission could not be consulted before issuing the above orders and that, however, the Commission had been consulted before framing of service rules. This is a case of violation of the Government's own instructions issued in this regard. The Commission trusts that such ommissions will not recur.

3.

The Government in the Education Department had in February 1984 sought the Commission's views on the proposal of the Director of School Education in regard to the Constitution of a separate

Recruitment Board for the recruitment of teachers alone in the School Education Department or a separate wing in the Commission's Office exclusively for the recruitment of teachers.

The Commission informed the Government that it felt that the creation of separate Commission for one particular Department of the Government solely for selecting teaching staff would not be the interests of all concerned and that it, therefore, regretted its inability to agree with the proposal of the Director of School Education. But, the Government issued orders in G.O. Ms. No. 1319, Education, dated 17th August 1987 excluding from the Commission's purview the teaching posts in the Tamil Nadu Higher Secondary Educational Service and Tamil Nadu School Educational Subordinate Service and also constituted a separate Teachers Recruitment Board in G.O. Ms. No. 1320, Education, dated 17th August 1987. The Commission requested the Government to reconsider the orders issued in the G.Os., referred to above and to restore the posts again to the Commission's purview. But the Commission's request had been negatived by the Government. The Commission regrets to point out that when important posts are within the Commsion's purview, and the Commission has been discharging it constitutional obligation, there is no justification to exclude the teaching posts from its purview.

4. The Government in the Education Department had in May 1988 sent draft amendments to the Special rules for the Tamil Nadu Higher Secondary Educational Service for the Commission's views. It had been stated in their letter No. 95695A/HS2/82-16, dated 23rd May 1985 that Physical Directors working in Higher Secondary Schools who possessed Post Graduate degree and Teachers Training degree would be promoted as Post Graduate Teacher and after that they would be promoted as Headmasters with reference to the existing rules. The Commission was not consulted before taking this decision. According to the instructions issued in U.O. Note in 4020/54-2, P (S), dated 11th September 1954, the Commission should be consulted before any decision affecting the method of recruitment or the principle followed in making appointments to the posts within its purview was taken and not merely at the time of framing of rules or issuing amendments thereto. The Government were, in July 1988, requested to state the circumstances under which the Commission, was not consulted before taking this decision. In the mean time, the Government had in G.O. Ms. No. 1620, Education (HS2), dated 18th October 1988, issued amendments to the special rules for the Tamil Nadu Higher Secondary Educational Service. According to the amendments issued, the Physical Directors and Physical Directresses in the Higher Secondary Schools (Class III), are also eligible for appointment to the posts of Headmasters and Headmistresses by promotion. The Government have also prescribed a ratio for appointment to the posts of Headmasters and Headmistresses by promotion and recruitment by transfer.

The Commission's views were not obtained before the amendments were issued. Further, the amendments issued were contradictory to the Governments' decision taken in 1985 that the Post-Graduate Teachers appointed from the posts of Physical Directors would be promoted as Headmasters only with reference to the existing rules. The Government were requested to state the circumstances under which the Government's earlier decision communicated in their letter dated 23rd March 1985 was revised and the Commission's views were not obtained before the amendments were issued. In reply, the Government stated that the posts of teachers in schools (both High Schools and Higher Secondary Schools) were outside the purview of the Tamil Nadu Public Service Commission, that the posts of Headmasters and Headmistresses in Higher Secondary Schools were within the purview of the Commission and that the method of recruitment to this post was (i) by recruitment by transfer from the post of Headmasters of High Schools and (ii) by promotion from the post of post-graduate Assistants. They had also stated that in as much as the feeder category to the post has been excluded from the purview of the Tamil Nadu Public Service Commission, the Commission was not consulted before the issued of amendments and that the Commission would be consulted at the time of drawal of panel for appointment of Headmasters by transfer. The Government had also stated that the concurrence will be obtained in all future cases.

This is a case of violation of the Government's own instructions issued in regard to consultation with the commission. The Commission trusts that such omission will be avoided in future.

5. In G.O. Ms. No. 1818, Education, dated 13th December 1988, amendments to the Special rules for the Tamil Nadu Higher Secondary Educational Service Prescribing experience for a period of not less than ten years as B.T. Assistant or Tamil Pandit or Post-Graduate Assistant in Academic subjects, Post Graduate Assistant in language in a Secondary School or training school or Higher Secondary School recognised by the Director of School Education subsequent to acquiring a teaching degree, as one of the qualifications for appointment to the posts of Headmasters and Head mistresses in the Higher Secondary Schools by promotion was issued. The Commission was not consulted before the amendment was issued. According to the instructions issued in U.O. Note No. 4020/54-2, Public (S), dated 11th September 1954, the Commission should be consulted before any decision affecting the method of recruitment or the principle followed in making appointments to the posts within its purview was taken and not merely at the time of framing

of rules or issuing the amendments thereto. The Government were, therefore, requested to state the circumstances under which the Commission was not consulted before the amendment was issued. The Government had stated that only college Teachers were recruited by the Tamil Nadu Public Service Commission, that the post of Post-Graduate Teachers had been excluded from the purview of the Tamil Nadu Public Service Commission and that the feeder category to the post of Headmasters of Higher Secondary Schools was the post Graduate Assistants. They had also stated that the amendment issued related to the teaching experience as Post-Graduate teachers and that, therefore, the Tamil Nadu Public Service Commission was not consulted before the issue of the amendment The Government had further stated that the Commission would be consulted in further. Although the Post Graduate Teachers were outside the Commission's purview the post of Headmasters and Headmistress were within the Commissison's purvirew and the Commission should have been consulted before issuing the amendments in respect of that post.

This is a case of violation of the Government's own instruction issued in this regard. The Commission trusts that such omission will be avoided in future.

6. The Government in G.O. Ms. No. 1631, Health, Indian Medicine and Homoeopathy and Family Welfare, dated 31st August 1988 issued amendments to the Special Rules for the Tamil Nadu Medical Subordinate Service. The post of Statistical Assistant in the Tamil Nadu Medical Subordinate Service is within the Commission's purview. The Commission was not consulted before the amendments changing the method of appointment and qualification prescribed for the post were issued. According to Article 320(3) of the Constitution of India and U.O. Note No. 4020/54-2, Public (Services), dated 11th September 1954, the Commission should be consulted before any decision affecting the method of recruitment or principle to be followed in making appointments to the posts within its purview is taken. Hence, the Commission should have been consulted befor e amendment were issued in the G. O. referred to. The Government when requested to state the circumstances under which the Commission was not consulted before the amendments were issued, stated that the Commission was not consulted before the amendments were issued in the G.O. cited referred to above inadvertently.

The Government have deviated from their own instructions issued in this regard. The Commission trusts that the omission will not recur in future.

7. The Government in the Public Works Department had in April 1988 sent draft *ad-hoc* rules for the temporary post of computer Programmer in the Ground Water Branch of Public Works Department in the Tamil Nadu Engineering Service for the Commission's views. The post being included in the State Service automatically fell within the Commission's purview. But in the draft order the Government had proposed to exclude the said post from the Commission's purview. The Commission had in June 1988, did not agree for the exclusion of the post of Computer Programmer from its purview and requested the Government to moidify the draft order. The Commission had also offered its view on the draft *ad-hoc* rules. The Government had, in October 1988, requested the Commission to reconsider its views and to accord its concurrence for the exclusion of the temporary post of Computer Programmer in the Ground Water Branch of Public Works Department from the Commission's purview. The Commission had again,, in December 1988, did not agree for the exclusion of the said post from its purview. The Government had in G.O. Ms. No. 405 Public Works, dated 13th March 1989 issued *ad-hoc* rules for the temporary post of Computer Programmer in the Ground Water Branch of Public Works Department. The Government had also issued orders excluding the temporary post of Computer Programmer in the Ground Water Branch of Public Works Department from the Commission's purview. Though the Commission did not agree to the Government's proposal to exclude post of from its purview, the Government issued orders excluding the post from the Commission's purview. The Commission regrets to note that Commission's advice made on valid grounds has been turned down.

ACKNOWLEDGEMENT

The Commission records its appreciation of the willing co-operation extended by various trusts, Educational Institutions and their Officers in the matter of providing suitable accommodation for the various examinations held by the Commission.

The Commission is also grateful to the examiners and expert advisers who inspite of their personal inconvenience readily accepted the Commission's invitations and assisted it in the conduct of different examinations and selections of Officers to various posts under the State Government.

Finally, the Commission places on record its appreciation of the loyal and efficient service rendered by its Staff throughout the year.

Thiru T. LAKSHMINARAYANAN, I.A.S., (Retd.),
Chairman.

Thiru M. S. ABDUL KHADER, B.Sc.,
Member.

Thiru O. A. KANAGASABAI, B.A., B.T., B.L.,
Member.

Thiru A. PONNAMBALAM, B.Sc. (Engg.),
Member.

Thiru P. SUBBARAYAN, M.A.,
Member.

Thiru P.L. PONNUSWAMY, I.A.S. (Retd.),
Member.

Thiru R. PONNUSWAMY, B.A.,
Member.

Thiru U. S. NATARAJAN, I.A.S., (Retd.)
Member.

V. GUNALAN, I.A.S.,

Controller of Examinations and Secretary in-charge, Tamil Nadu Public Service Commission, Madras-600 002.

Dated 18th August 1989.

ANNEXURE—I.

(*Ref. Section*-I.)

STAFF PATTERN IN THE COMMISSION'S OFFICE AS O[illegible] 31st MARCH 1989.

1. Joint Secretary	[illegible]
2. Deputy Secretary	[illegible]
3. Under Secretary	1[illegible]
4. Accounts Officer	[illegible]
5. Assistant Accounts Officer	[illegible]
6. Research Officer	[illegible]
7. Research Assistant	[illegible]
8. Librarian	[illegible]
9. Superintendent	5[illegible]
10. Accountant	2[illegible]
11. Assistant	14[illegible]
12. Steno-typist	1[illegible]
13. Telephone Operator	[illegible]
14. Junior Assistant	23[illegible]
15. Typist	4[illegible]
16. Driver	[illegible]
17. Record Clerk	1[illegible]
18. Lift Operator	[illegible]
19. Roneo Operator	[illegible]
20. Daffadar	[illegible]
21. Office Assistant	5[illegible]
22. Watchman	[illegible]
23. Sweeper	[illegible]
24. Sanitary Worker	[illegible]
25. Water Man	[illegible]

ANNEXURE II.

(*Ref*: Section X.)

DETAILS OF SELECTION RESULT—DIRECT RECRUITMENT.

Serial number.	Name of the post and department.	Last date for receipt of application.	Date of communication of selection result.	Number of vacancies advertised.				Number of applications received.				Number of applicants admitted written.				Number of applicants appeared in written.				Number of applicants admitted to oral.				Number of applicants appeared in Oral.				Number of applicants selected in Oral.				Qualification of selected candidates.	Remarks.
				S.C./S.T.	B.C.	O.C.	Total.	S.C./S.T.	B.C.	O.C.	Total.	S.C./S.T.	B.C.	O.C.	Total.	S.C./S.T.	B.C.	O.C.	Total.	S.C./S.T.	B.C.	O.C.	Total.	S.C./S.T.	B.C.	O.C.	Total.	S.C./S.T.	B.C.	O.C.	Total.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)	(32)	(33)	(34)
State Service :																																	
1.	District Munisf in the Tamil Nadu State Judicial Service.	17—11—1986	7—6—1988	24	64	40	128	61	1,234	139	1,534	..	..	..	..	..	..	..	..	..	..	..	1,649	135	1,159	147	1,441	24	91	13	128	M.A.,M.L.—1. B.Com. -M.L.—1. B.Com. B.L.—8. M.A.B.L.—18. B.A.B.L.—62. B.A.L.L.B.—2. B.Sc., M.L.—2. B.Sc., B.L.—32. B.Sc., L.L.B.—2.	27 B.C. Candidates selected against O.C. turns on the basis of merit.
2.	Assistant Surgeon in the Tamil Nadu Medical Service.	27—10—1986	14—1—1989	265	733	469	1,467	770	2,621	668	4,059	747	2,548	614	3,939	677	2,033	505	3,215	599	1,990	210	2,799	576	1,921	195	2,692	264	1,007	195	1,466	M.B.B.S.—1344. M.B.B.S. & D.Or'ho.—6. M.B.B.S. -M.S. Dip. in Accupuncture—1. M.B.B.S. &M.S.—14. M.B.B.S.& M.D.—8 M.B.B.S. & D.C.H. 19 M.B.B.S. M.Sc., (Bio-Chem)—1. M.B.B.S. Dip. in Paediatrics. —1. M.B.B.S. & D.G.O.—13 M.B.B.S. & D.L.O—11 M.B.B..S. & D.M.R.D.—4. M.B.B.S.. M.D. D.G.O—1. M.B.B.S. & D.O.—8. M.B.B.S. & M.S., M.C.H.—1. M.B.B.S.& D.M.R.T.—2. M.B.B.S. & D.T.R.D.—2. M.B.B.S. & D.V.—2 M.B.B.S.,M.D.,D.P.M.—1. M.B.B.S. & D.T.C.D.—5. M.B.B.S. & D.P.M.—5. M.B.B.S. & Dip. in Hospital Admn.-1. M.B.B.S. & M.D. D.M. 1. M.B.B.S. & D.A.– 6. M.B.B.S. & D.D.—3 M.B.B.S. & D.C.P.—2. M.B.B.S.D.L.O.,M.S. & M.C.H.—1. M.B.B.S. & Dip. in Accupuncture—1. M.B.B.S., D.O., M.S.—1.	274 B.C. candidates selected against O.C. turns on the basis of merit.
																																M.B.B.S., B.V.Sc., M.Sc., M. Phil., Diploma in Politics and Public Administration, Diploma in Higher Education, Diploma in Guidance and Counselling Diploma in Anthropology, Diploma in Criminology and Forensic Medicine.	1

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)				(12)				(16)			29	(20)				(24)				(28)				(32)		
3.	Inspectress of Girls in the Tamil Nadu School Educational Service.	31—3—1987	17—1—1989	..	1	..	1	..	114	..	114	..	..	..	..	..	..	..	..	..	5	..	5	..	5	..	5	..	1	..	1	M.Com, B.Ed.,—1.	
4.	Assistant Director of Statistics in the Tamil Nadu Statistics Service.	23—3—1987	19—1—1989	..	1	..	1	..	87	..	87	..	..	..	..	..	..	..	..	..	12	..	12	..	10	..	10	..	1	..	1	M.A. (Economics)—1.	..
5.	Automobile Engineer in the Motor Vehicles Maintenance department.	24—11—1986	7—2—1989	..	1	..	1	..	53	..	53	..	..	..	..	..	..	..	..	..	9	..	9	..	6	..	6	..	1	..	1	B.Tech. (Automobile)—1.	..
6.	Electrical Engineer in the Tamil Nadu Highways and Rural Works department.	5—1—1987	7—2—1989	..	..	..	1	2	30	4	36	..	..	..	..	..	..	..	..	1	23	2	26	..	10	1	11	..	1	..	1	B.E. (Electronic and Communication)—1.	..
7.	Medical Officer (Homoeopathy), Tamil Nadu Medical Service.	27—1—1987	6—3—1989	2	8	5	15	14	103	36	153	..	..	..	..	..	..	..	..	13	79	27	119	12	70	24	106	2	11	2	15	D.H.M.S.—13. B.Sc., D.H.M.S.—1. K.H.M.S., M.B.B.S.—1.	3 B.C. Candidates selected against O.C turns on the basis of merit.
	Subordinate Service—																																
8.	Electrical Foreman in Geology and Mining Department.	20—4—1987	12—1—1989	..	..	..	1	3	34	9	46	..	..	..	..	..	..	..	..	..		3	9	..	4	2	6	..	..	1	1	D.E.E.—1.	
9.	Unit Manager in the Tamil Nadu Film Division.	1—9—1986	17—1—1989	..	..	..	3	..	17	6	23	..	..	..	..	..	..	..	..	..	8	4	12	..	5	2	7	..	2	1	3	B.A., Diploma in Direction and Screen Play Writing—3	
10.	Camera Assistant in the Film and Television Institute.	16—3—1987	19—1—1989	..	..	1	1	1	15	13	29			..	..	..	..	..	..	..	4	1	5	..	3	1	4	..	1	..	1	S.S.L.C.—1.	
11.	Assistant Curator, National Art Gallery, Government Museum, Madras.	27—1—1987	19—1—1989	..	..	..	1	30	99	39	168	..	..	..	..	..	..	..	..	2	18	2	22	2	13	2	17	..	1	..	1	M.A. (History)—1.	
12.	Graduate Teacher in Science and Mathematics in the College of Architect and Sculpture, Mamallapuram.	27—1—1987	19—1—1989	..	..	1	1	1	27	7	35	..	..	..	..	..	..	..	..	..	5	2	7	..	5	2	7	..	..	1	1	B.Sc., B.Ed.—1.	
13.	Assistant Geologist, Geology and Mining Department.	19—1—1987	9—3—1989	..	3	1	4	3	161	31	195	..	..	..	..	..	..	..	..	1	99	17	117	..	67	14	81	..	4	..	4	M.Sc. (Geology) M.Phil—1. M.S.c (Geology) —3.	One B.C. Candidate selected against O.C. turns on the basis of Merit.
14.	Research Assistant (Botany)	19—3—1985	29—3—1989	..	1	1	2	31	224	37	295	..		..	..	..	..	..	..	9	17	5	31	3	7	4	14	..	1	1	2	B.Sc.—2.	

ANNEXURE III.

(*Ref*: Section V.)

POSTS FOR WHICH RECRUITMENT WAS MADE BY TRANSFER/PROMOTION.

1. Personal Assistant to the Director of Rehabilitation	3
2. Under Secretaries to Government in departments other than Law and Finance.	53
3. Under Secretaries to Government in the Law department 1986.	4
4. Chief Physiotherapist and Lecturer in Physiotheraphy.	2
5. Administrative Officer/Assistant Director of Small Savings.	4
6. Research Officer in the Evaluation and Applied Research Department.	5
7. Assistant Reception Officer in the State Guest House, Madras.	2
8. Nursing Superintendent, Grade II	19
9. Cost Accounts Officer in Finance (O.P. 1) Department.	1
10. Assistant Commissioner (Class LXVIII) in Directorate of Land Reforms.	1
11. Under Secretaries to Government in Finance Department 1986.	6
12. Additional Public Relation Officer	1
13. Class XVI Manager (Administration) in the Office of the Commissioner of Revenue Administration.	2
14. Assistant in Pharmacy	1

15. Chief Cameraman in the Tamil Nadu Films Division, Madras.	1
16. Joint Director in the Evaluation and Applied Research Department.	1
17. Under Secretaries to Government in the Finance Department 1983-1984 and 1984-85.	2
18. Assistant Director of Statistics for the year 1986	8
19. Class LXVII—P.A. to the Director of Approved Schools and Vigilance Service for the year 1987-88.	1
20. Automobile Engineer in the Police Transport Workshop-*cum*-Training School, Avadi.	1
21. District Munsif in the Tamil Nadu State Judicial Service for the year 1986-88.	58
22. Lecturer in Civil Engineering in Government Engineering Colleges for the year 1986.	4
23. Lecturers in Mathematics in Engineering Colleges	2
24. District Employment Officer for the year 1984 and 1985.	11
25. Assistant Director in the Directorate of National Cadet Corps (Tamil Nadu and Pondicherry).	3
26. Administrative Officer in the Office of the Directorate of National Cadet Corps (Tamil Nadu and Pondicherry).	3
27. Regional Audit Officer in the Audit Wing of the Hindu Religious and Charitable Endowments Administration Department, 1986-87.	2
28. Personal Assistant to Principals of Government Engineering Colleges and Government Polytechnic.	5
29. Administrative Officer in the Training Wing of the Department of Employment and Training.	2
30. Lecturer in Chemistry in Government Engineering Colleges 1987-88.	1

31. Assistant Commissioner, Class XXV, in the Office of the Special Commissioner and Commissioner of Commercial Taxes.	2
32. Commercial Tax Officer 1975	15
33. Project Officer (Economist) in the Evaluation and Applied Research Department.	1
34. Assistant Architect	3
35. Administrative Personal Assistant to the Directorate of Fire Service.	2
36. Assistant Archittect	16
37. Jailors	16
38. Assistant Director (Geology) in the Co-operative Department.	3
39. Deputy Registrar of Co-operative Societies 1987-88. ;	82
40. Assistant Examiner of Local Fund Accounts 1989-90.	31
41. Assistant Director (Geo-Physics) in the Ground Water Branch of Public Works Department.	3
42. Chief Head Draftsman	2
43. Personal Assistant in the Fisheries Department ..	3
44. Assistant Dairy Officer/Assistant Dairy Managers in the Dairy Development Department.	2

ANNEXURE IV.

(*Ref*: Section VI.)

APPOINTMENTS FOR WHICH COMMISSION'S CONCURRENCE WAS ACCORDED UNDER THE LATTER PART OF REGULATIONS 16(b) OF THE TAMIL NADU PUBLIC SERVICE COMMISSION REGULATION, 1954.

Serial number.	*Name of Department.*	*Name of Post.*	*Number of Cases.*
(1)	(2)	(3)	(4)
STATE SERVICE :			
1	Judicial Department ..	Judicial Second Class Magistrates.	34
2	Public Department ..	Research Officer	1
3	Collegiate Education Department.	Principal	1
		Professors	40
		Assistant Professors	46
		Tutor	2
		Librarian	1
		Physical Director	1
		Physical Training Instructor	1
		Assistant Professor in Government Arts and Training Colleges.	621
	Medical Department ..	Selection Grade Assistant Surgeon.	1
5	Jail Department	Psychologists	2
6	Agricultural Engineering Department.	Junior Engineer	18
7	Motor Vehicles Maintenance Department.	Junior Engineer (Gazetted) ..	1
8	Evaluation and Applied Research Department.	Research Officer	1

(1)	(2)	(3)	(4)
SUBORDINATE SERVICE :			
1	Tamil Nadu Adi-Dravidar and Tribal Welfare Subordinate Service.	B.T. Assistant	83
2	Tamil Nadu Agricultural Subordinate Service.	Geological Assistants ..	11
3	Tamil Nadu Educational Subordinate Service.	Headmaster	1
		B.T. Assistant	25
		Tamil Pandit, Grade I ..	8
4	Tamil Nadu Engineering Subordinate Service.	Junior Engineer	1
5	Tamil Nadu Fisheries Subordinate Service.	Sub-Inspector of Fisheries ..	5
6	Tamil Nadu Technical Educational Subordinate Service.	Teaching Posts under the control of the Director of Technical Education.	313

MINISTERIAL SERVICE :

Serial number.	*Name of Departmnnt.*	*Name of posts.*			
		Junior Assistant,	*Typist.*	*Village Administrative Officer.*	*Field Surveyor.*
(1)	(2)	(3)	(4)	(5)	(6)
1	Education	36	6	..	..
2	Revenue	26	1	5,108	..
3	Agriculture	21	..	..	..
4	Animal Husbandry	3	..	..	..
5	Commercial Taxes	1	..	..	..
6	Co-operation	4	..	..	..
7	Employment and Labour ..	8	..	..	..
8	Fisheries	2	..	..	..
9	Forest	3	..	..	..
10	Fire Service	2	..	..	..
11	Highways and Rural Works ..	24	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)
12.	Hindu Religious Charitable Endowment.	4			
13	Judicial Department	6	..	..	..
14	Prison Department	1	..	..	..
15	Transport	1	..	..	..
16	Medical and Family Welfare ..	4	..	..	..
17	Police	66	8	..	..
18	Public Works Department ..	11	..	..	..
19	Panchayat Development ..	37	..	..	..
20	Registration	3	..	..	..
21	Survey and Land Records ..	1	..	..	4
22	Treasuries and Accounts ..	12	..	..	..
23	Secretariat Service	1	..	..	..
24	Handloom and Textiles ..	2	..	..	..
25	Government Museum	1	..	..	..
26	Local Fund Audit	1	..	..	..
27	Backward Classes	1	1	..	..
28	Adi-Dravida and Tribal Welfare.	1	..	..	..
		283	16	5,108	4

Total : 5,411.

IN THE FOLLOWING CASES, THE COMMISSION'S CONCURRENCE UNDER THE LATTER PART OF REGULATION 16 (b) OF THE TAMIL NADU PUBLIC SERVICE COMMISSION REGULATION 1954 WAS SOUGHT FOR BUT WAS REFUSED DURING THE YEAR UNDER REPORT.

Serial number and name of department.	*Name of post.*	*Number of cases.*
(1)	(2)	(3)
Subordinate Service—		
1. Tamil Nadu Agricultural Suborinate Service.	Geological Assistant	10
2. Tamil Nadu Fisheries Subordinate Service.	Foreman (Marine)	2
3. Tamil Nadu General Subordinate Service.	Archaeological Chemist	1
4. Tamil Nadu Medical Subordinate Service.	Statistician	3
Ministerial Service—		
1. Home	Junior Assistant	6
2. Agriculture	"	7

ANNEXURE V

(*Ref* : Section VII.)

TABLE—I.

APPEAL/PETITION/REVIEW PETITION/REVISION PETITION—274.

Serial number.	*Name of the Department.*	*Number of cases involving charges affecting integrity* — *Number of cases in which major penalty was advised.*	*Number of cases in which minor penalty was advised.*	*Number of cases in which Punishment imposed recommended to be set aside.*	*Number of cases in which defect in procedure pointed out.*	*Number of cases is which the Appeal/Petition/Review Petition/Revision Petition was advised to be rejected/dismissed.*	*Total.*	*Number of cases involving charges other than integrity.* — *Number of cases in which major penalty was advised.*	*Number of cases in which punishment imposed recommended to be set aside.*	*Number of cases in which minor penalty was advised.*	*Number of cases in which defect in procedure pointed out.*	*Number of cases in which the Appeal Petition/Review Petition/Revision Petition was advised to be rejected/dismissed.*	*Total.*	*Grand Total.*
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
1	Agriculture	..	..	..	..	..	..	..	2	2	3	11	18	18
2	Animal Husbandry	..	..	..	..	..	..	..	..	..	..	1	1	1
3	Education	..	..	..	..	..	..	..	..	1	3	3	7	7
4	C. T. and R.E.	..	..	..	..	1	1	..	..	3	8	16	27	28

5	Home	..	..	..	2	4	6	..	..	1	3	10	14	20
6	Revenue	..	..	..	..	..	..	..	..	1	2	4	7	7
7	Municipal Administration and W.S.	..	1	..	1	..	2	1	1	3	13	11	29	31
8	Co-operation	..	..	..	..	..	..	..	..	..	1	3	4	4
9	Employment and Training	..	..	..	..	..	..	..	..	1	1	2	4	4
10	Fisheries	..	..	..	..	..	..	..	..	..	6	1	7	7
11	Forest	..	..	..	..	..	..	..	1	5	10	25	41	41
12	Transport	..	..	..	..	..	..	..	..	1	5	9	15	15
13	Industries	..	..	..	..	..	..	..	..	..	1	5	6	6
14	Information and P.R.	..	..	..	..	..	..	..	..	..	1	3	4	4
15	Labour	..	..	..	..	..	..	..	..	..	1	4	5	5
16	Health and Family Welfare	..	..	..	..	..	..	..	3	2	8	22	35	35
17	Handlooms, Textiles and Khadi	..	..	..	..	..	..	..	..	..	..	1	1	1
18	Public Works Department	..	..	..	..	1	1	..	..	1	..	16	17	18
19	Finance	..	..	..	1	..	1	..	..	1	1	2	4	5
20	Backward Classes Welfare	..	..	..	..	..	..	..	..	..	..	1	1	1
21	Social Welfare	..	..	..	..	..	..	..	..	..	6	5	11	11
22	Tamil Development and Culture	..	..	..	..	..	..	..	..	1	2	2	5	6

TABLE-II.

DISCIPLINARY ACTION 109

Serial number.	Name of the Department.	Number of cases involving charges affecting integrity.						Number of cases involving charges other than integrity.				
		Number of cases in which major penalty was advised.	Number of cases in which minor penalty was advised.	Number of cases in which no penalty was advised.	Number of cases in which defect in procedure pointed out.	Total.	Number of cases in which major penalty was advised.	Number of cases in which minor penalty was advised.	Number of cases in which no penalty was advised.	Number of cases in which defect in procedure pointed out.	Total.	Grand Total.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Agriculture	..	..	..	..	..	3	3	..	..	6	6
2	Education	1	..	..	..	1	10	3	..	3	16	17
3	Forest	..	..	..	..	.	1	1	..	1	3	3
4	Industries	..	..	..	..	..	1	..	..	..	1	1

5	Health and Family Welfare. ..	..	..	..	..	..	47	1	..	3	51	51
6	Municipal Administration and Water Supply. ..	1	..	..	..	1	..	..	..	1	1	2
7	Public Works Department. ..	..	..	..	1	1	7	3	1	3	14	15
8	Transport	..	..	1	..	1	1	4	..		5	6
9	Home	..	..	..	..	..	1	1	..	1	3	3
10	Commercial Taxes and Religious Endowments.	..	..	..	..	..	1	..	..	1	2	2
11	Revenue	..	1	..	..	1	..	..	..	1	1	2
12	Information and Tourism. ..	..	..	..	..	..	..	1	..	..	1	1

TABLE-III.

RECOVERY/REDUCTION IN PENSION-26.

Serial number.	Name of the Department.	*Number of cases involving charges affecting integrity.* Number of cases in which recovery/reduction in pension recommended to be imposed.	Number of cases in which no penalty was advised.	Number of cases in which defect in procedure pointed out.	Total.	*Number of cases involving charges other than integrity.* Number of cases in which recovery/reduction in pension recommended to be imposed.	Number of cases in which no penalty was advised.	Number of cases in which defect in procedure pointed out.	Total.	Grand Total.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	Agriculture	..	..	..	..	3	..	..	3	3
2	Forest and Fisheries	..	..	..	..	3	..	..	3	3
3	Finance	..	..	..	..	1	..	..	1	1
4	Commercial Taxes and Religious Endowments.	..	1	..	1	4	..	..	4	5
5	Home	1	..	..	1	..	..	..	..	1
6	Health and Family Welfare	..	..	..	..	4	..	..	4	4

7	Revenue	..	..	..	..	..	..	..	..	..	3	..	..	3	3
8	Rural Development		..	..	..	..	..	..	..	..	2	..	..	2	2
9	Transport	..	..	..	..	..	1	..	..	1	2	..	..	2	3
10	Animal Husbandry			..	..	..	..	..	..	..	1	..	..	1	1

ANNEXURE VI.

(*Ref* : Section VIII.)

LIST OF NOTIFICATIONS PUBLISHED DURING THE YEAR 1988-89.

Serial number.	*Name of the Post.*	*Name of the Department/Service.*	*Date of Notification.*	*Number of vacancies.*
(1)	(2)	(3)	(4)	(5)
1	Junior Engineer (Mechanical)	Tamil Nadu Engineering Subordinate Service.	10th February 1989	5
2	Lecturer in Cinematography	Tamil Nadu Industries Subordinate Service	27th February 1989	1
3	Dieticians in Government Hospitals ..	Tamil Nadu Medical Service	2nd March 1989	2
4	Junior Analyst in the Drugs Testing Laboratory.	Tamil Nadu Medical Subordinate Service.	3rd March 1989	5
5	Assistant Chemical Engineer in the Chemical Testing and Analytical Laboratory.	Tamil Nadu Industries Subordinate Service	6th March 1989	3
6	Lecturer in Pharmacology in the department of Indian Medicine.	Tamil Nadu Medical Service	13th March 1989	1
7	Assistant Agricultural Chemist	Tamil Nadu Agricultural Service ..	14th March 1989	3
8	Assistant Tester in the Electrical and Electronics Wing.	Tamil Nadu Industries Subordinate Service	15th March 1989	5
9	Assistant Dental Surgeon	Tamil Nadu Medical Service	15th March 1989	11
10	Instructor in Sound in Film and Television Institute of Tamil Nadu, Madras.	Tamil Nadu Industries Subordinate Service.	22nd March 1989	1

11	Assistant Geologist	Tamil Nadu Industries Subordinate Service	27th March 1989	1
12	Junior Chemist	Tamil Nadu Industries Subordinate Service	27th March 1989	4
13	Group IV Services—Typist/Steno-typist	Tamil Nadu Ministerial, Judicial Ministerial Secretariat and Legislative Assembly Secretariat Service.	27th March 1989.	890
14	Handloom Inspector	Tamil Nadu Handloom and Textiles Subordinate Service.	31st March 1989	30
15	Assistant Director of Statistics	Tamil Nadu Statistics Service	31st March 1989	1
16	Automobile Engineer in the Motor Vehicles Maintenance Department.	Tamil Nadu General Service	31st March 1989	2
			Total ..	965

ANNEXURE VII.

Ref : Section—IX (A)

SPECIAL TEST.

(1)	1988. May. (2)	1988. November. (3)
1. Number of Subjects	13	12
2. Number of Test Papers	30	29
3. Number of candidates applied	22,151	16,822
4. Number of answer books valued	24,821	17,339
5. Number of answer books with pass marks ..	12,598	7,875
6. Percentage of pass	50.76	45.42

DEPARTMENTAL TEST.

(1)	1988 May. (2)	1988 Novemder. (3)
1. Number of Subjects	60	59
2. Number of Test Papers	100	100
3. Number of candidates applied	18,065	14,236
4. Number of answer books valued	24,532	18,045
5. Number of answer books with pass marks ..	12,168	8,669
6. Percentage of pass	49.6	48.04

ANNEXURE VIII.

(*Ref*: Section IX-B).

ANALYSIS OF THE HALF-YEARLY EXAMINATION AND LANGUAGE TEST—MARCH AND SEPTEMBER 1938.

Serial number.	*Name of test.*	*Number admitted.*		*Number examined.*		*Number passed.*		*Percentage of pass.*	
		March.	*Sep.*	*March.*	*Sep.*	*March.*	*Sep.*	*March.*	*Sep.*
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	LOWER STANDARD EXAMINATION FOR ASSISTANT COLLECTORS.								
1	First Class Language Test (Tamil)	5	11	5	11	5	2	100	18
2	Indian Penal Code and Special and Local Criminal Laws.	3	9	3	9	3	9	100	100
3	Criminal Procedure Code	15	14	15	14	10	14	67	100
4	Revenue	4	10	4	10	3	10	75	100
5	Law of Evidence	9	11	9	11	7	9	33	82
	HIGHER STANDARD EXAMINATION FOR ASSISTANT COLLECTORS.								
6	First Class Language Test (Tamil)	8	5	8	5	3	4	37	80
7	Accounts	7	10	7	10	7	7	100	70
8	Revenue	17	3	17	3	16	2	94	67
9	Survey and Land Records	4	11	4	11	4	10	100	91
10	Panchayat Acts, Rules and Orders	3	11	3	11	2	8	67	73

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	EXAMINATION FOR POLICE OFFICERS.								
11	Indian Penal Code and Special and Local Criminal Laws.	16	..	16	..	16	..	100	..
12	Criminal Procedure Code	16	..	16	..	16	..	100	..
13	Law of Evidence	16	1	16	1	15	..	94	0
14	Medical Jurisprudence	16	1	16	1	·15	1	94	100
15	Police Standing Orders	27	17	27	17	2	8	7	47
16	Scientific Aids to Investigations	16	..	16	..	16	..	100	..
17	First Class Language Test Lower (Tamil) ..	11	2	9	1	2	1	22	100
18	First Class Language Test Higher (Tamil) ..	2	1	2	1	1	1	50	100
	EXAMINATION FOR FOREST OFFICERS.								
19	Departmental Test on Forest Law	11	5	11	5	7	3	64	60
20	Departmental Test on Forest Revenue ..	12	5	11	5	7	5	64	100
21	Test on Departmental Code and Accounts ..	10	1	10	1	10	1	100	100
22	Test on Fundamental Rules, State Service Rules, etc.	9	8	9	8	3	5	33	63
23	First Class Language Test Lower (Tamil) ..	12	7	12	7	7	4	58	54
24	First Class Language Test Higher (Tamil) ..	5	10	4	10	..	5	0	50